

Discrimination in Employment is Prohibited



www.labor.mo.gov/mohumanrights



The Missouri Human Rights Act makes it illegal to discriminate in any aspect of employment because of an individual's race, color, religion, national origin, ancestry, sex, disability or age (40 through 69). Discriminatory employment

practices can include:

- Hiring and firing;
- Compensation, assignment or classification of employees;
- Transfer, promotion, layoff or recall;
- Job advertisements;
- Recruitment;
- Testing;
- Use of company facilities;
- Training and apprenticeship programs;
- Fringe benefits;
- Pay, retirement plans, or disability leave; or
- Other terms and conditions of employment.



The Missouri Human Rights Act applies to:

- Private employers with six or more employees
- All apprenticeship or training programs
- All labor organizations
- All employment agencies, public or private
- All state and local government agencies



Discriminatory employment practices under the Act also include:

- Harassment on the basis of race, color, religion, national origin, ancestry, sex, disability, or age;
- Retaliating against an individual for filing a complaint of discrimination, participating in an investigation or hearing, or opposing discriminatory practices;
- Denying employment opportunities to a person because of association with, for instance, marriage to, an individual of a particular race, color, religion, national origin, ancestry, age or an individual with a disability; and
- Making pre-employment inquiries that are designed to elicit information concerning membership in any of the categories protected by the Act. Learn more about questions that are appropriate to ask during job interviews or on job applications at http://www.labor.mo.gov/mohumanrights/Discrimination/pre_employ_inquiries.asp.

Take Action - File a Complaint

If you believe that you have been discriminated against by an employer and/or another employee, you can file a complaint of discrimination by calling one of the numbers below or e-mailing mchr@labor.mo.gov (Note: complaints must be filed within 180 days of the alleged discrimination).

Missouri Commission on Human Rights (MCHR)

3315 W. Truman Blvd., Suite 212
Jefferson City, MO 65102-1129
573-751-3325

Toll-Free Discrimination Complaint Hotline: 877-781-4236

Relay Missouri: 711

“The mission of MCHR is to develop, recommend and implement ways to prevent and eliminate discrimination, and to provide equitable and timely resolutions of discrimination claims through enforcement of the Missouri Human Rights Act.”

